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**NJIRA ZOMWE GULU  
LINGATSATE  
POWUNIKIRA LIMODZI  
MOMWE NTCHITO  
IKUYENDER**

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Community  
Partnerships for  
Sustainable  
Resource  
Management in  
Malawi

# Njira Zomwe Gulu Lingatsate Powunikira Limodzi Momwe Ntchito Ikuyendera

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## **CHIYAMBI NDI MAU OYAMBILIRA**

### **Cholina cha COMPASS**

Cholina cha COMPASS (Community Partnerships for Sustainable Resource Management) ndi kupititsa patsogolo m'gwirizano wa anthu poteteza, kusamalira ndi kugwiritsa ntchito mosamalira za chirengedwe. Bungwe la ku United States la USAID (United States Agency for International Development) limathandiza bungwe la kuno ku Malawi la DMA (Development Management Associates) ndiponso la ku United States la DAI (Development Alternatives, Inc.) pogwira ntchito zimenezi. Imodzi mwa ntchito za COMPASS ndi kupereka thandizo la ndalama zogwirira ntchito zosamalira zachilengedwe.

### **Thandizo la Ndalamu**

Ntchito ya COMPASS yopereka ndalama zogwirira ntchito zosamalira zachilengedwe inayambika pofuna kuthandiza ndikulimbikitsa anthu kuganizira momwe angathetsere mavuto amene akukumana nawo malinga ndi kuwonongeka kwa zinthu zachilengedwe mdera lawo. Chifukwa chakuti COMPASS imalimbikitsa kuti ntchitoyo ikhale yomwe eni ake ayiganizira mwa luso lawo, pamafunika kuti amene walandira thandizoli akhale ndi njira zoyezera momwe ntchitoyo ikuyendera ndi zomwe zikutsatira. Pa mfundo imeneyi, COMPASS imathandizapo kuti wogwira ntchitoyi awunike bwino ndikudziwa chimene akufuna kuchita ndiponso kukhazikitsa njira zoyenera zofufuzira ngati ntchitoyo ikuyenda bwino kapena ayi.

Ntchito ya thandizo la ndalamayi maziko ake ndi luso limene liripo kale m'mabungwe omwe siaboma (NGOs), mabungwe a anthu (CBOs) ndiponso magulu a anthu. COMPASS imalimbikitsa ndi kuphunzitsa maguluwa kuyambitsa, kugwiritsa ntchito ndi kuwunika ntchito zomwe zalandira thandizo la ndalama.

COMPASS imafuna kuti ntchito yowunikira ndikuwongolera polojekiti zolandira thandizo la ndalama idzichitika moti aliyense adzitengapo mbali pofufuza ndikuphunzirapo momwe zonse zikuyendera. Izi zikayenda bwino zimathandiza amene akugwira ntchitoyi kupititsa mtsogolo ntchitoyo mwaphindu. Mbali inayinso imathandiza COMPASS kudziwa njira zabwino zimene ingaphunzitsire anthu m'madera ena. COMPASS imafunanso kuti idzithandiza walandira thandizo la ndalama kupewa zovuta zimene ena anakumana nazo kale kwina pogwira ntchito ngati zomwezo ndikuyambitsa njira zimene zingapewe kudzetsa mavuto otero. Mwachidule, tinganene kuti cholinga cha COMPASS ndikukhala mgodi wa nzeru zosiyanasiyana za ntchito zimene zinayenda bwino kwambiri ndi zifukwa zake; ntchito zimene sizinayende bwino ndi zifukwa zake, kuti potero, anthu ogwira ntchito zotero adzikhalala akudziwiratu zomwe angakumane nazo akayamba ntchito zosiyanasiyana zotero.

## MATANTHAUZO A MAU AMENE AGWIRITSIDWA NTCHITO

**Momwe Ziriri Pamayambiro: (Baseline Data)** – Zomwe mwapeza poyambilira zokhudzana ndi zolina za *polojekiti* yomwe mukufuna kugwira. Zimene mukuyembekeza kuti zidzasinthika mukagwira ntchito yanu.

**Kuphunzitsa luso: (Capacity Building)** – Njira ya chitukuko imene cholinga chake nkulimbiktsa nzeru ndi luso logwirira ntchito mgulu limene likugwira ntchito kuti adzathe kupitiriza kugwira ntchitoyo mosadalira kuthandizidwa pa zonse.

**Kasamalidwe Kazachilengedwe M'magulu: (Community-based Natural Resource Management – CBNRM)** – Njira yogwirira ntchito yosamalira zachilengedwe momwe akufunira anthu a mdera lomwe ntchitoyi ikuchitika. Zonse zikayenda bwino, anthu amagwiritsa bwino zachilengedwe ndipo aliyense amapindula malinga ndi momwe akudziperekera posamalira zinthuzo.

**Bungwe la M'gulu mwa Anthu: (Community-based Organisation – CBO)** Gulu la anthu m'mudzi kapena midzi ngakhalenso mu “township” amene ali ndi cholinga chimodzi ndipo agwirizana kugwira ntchito limodzi kuti akwanilitse zolina zawo.

**Deta: (Data)** – Mndandanda wa zoona mogwirizana ndi zolina za *polojekiti* zomwe za fufuzidwa ndi kusonkhanitsidwa.

**Kusanthula Deta: (Data Analysis)** – Kuwunika ndi kutanthawuzira zoona zomwe zasonkhanitsidwa. Kudzifunsa funso monga lakuti ‘Kodi ichi chikutiwuza chiyani?’

**Kutolera Deta: (Data Collection)** – Kugwiritsa ntchito njira zosiyanasiyana posonkhanitsa *deta* ndi cholinga chofuna kuphunzirapo kanthu.

**Kugwiritsa Ntchito Deta: (Data Use)** – Mutawunika, kusanthula ndi kutanthawuzira *deta* – kugwiritsa ntchito zomwe mwazitulukira kuchokera nkusanthula kwa *deta*.

**Deta Yoyikidwa M'magulu: (Disaggregated Data)** – Zopezeka zimene azigawa m'magulu osiyana-siyana. Mwachitsanzo, zopezeka zikhoza kuikidwa m'magulu monga awa: Amuna ndi akazi, Zaka zosiyanana, Madera osiyana, Mitundu yosiana, ndi zina zotere.

**Chizindikiritso: (Indicator)** – Chinthu chomwe chimazindikiritsa ngati *polojekiti* ikukwanilitsa cholinga chake. Mwachindunji, chizindikiritso cha momwe ntchito ikuyendera chimawonetsa ngati cholinga cha *polojekiti* chikutsatidwa.. Ndipo chizindikiritso cha momwe zinthu zikusinthira (Impact Indicator) chimathandiza kuwonetsa ngati ntchito yophunzitsa luso, kugawana nzeru, kusintha mfundo ndiponso kudzipezera chuma posamalira zachilengedwe ikuyenda bwino kapena ayi

**Infomeshoni: (Information)** – Zoona zomwe mwazipeza kuchokera ku kafuku – fuku kapena njira zina zosonkhanitsira zopezeka ndi nkhani. *Infomeshoni* ndi imene imadalirikira popanga mapulani ndi kuganiza zoyenera kuchita.

**Eni Ntchito (Insiders)** – Amene ndi tsinde la ntchito yonse. Monga gulu la m'mudzi, eni ntchito ndi anthu a m'mudzi omwe amagwira ntchitoyo pomwe opereka ndalama, mabungwe omwe siaboma ndinso ena, ndi akunja. (Outsiders).

**Cholinga Cheni – cheni: (Goal)** – Momwe eni *polojekiti* akufunira kuti zinthu zidzakhalire *polojekiti* yawo ikayenda bwino.

**Thandizo la Ndalamu: (Grant)** – Ndalamu zoperekedwa osati mwa ngongole, kwa munthu kapena gulu la anthu / bungwe kuti zithandize pogwira ntchito yosamalira zachilengedwe.

**Kuphunzira: (Learning)** – Njira yozindikira nzeru zatsopano ndikuyamba kuzitsata posintha chikhaliwe ndi ntchito zathu.

**Zofunika Kuchita: (Objectives)** – Zomwe mukufuna kuchita pa nthawi yomwe mwazipatsa. Izi sizilongsola njira yache “motani” koma “chiyani”.

**Kuwunikira Limodzi: (Participatory Monitoring)** – Njira yowunika yomwe imawonetsetsa kuti onse omwe *polojekiti* ikuwakhudza akuchitira limodzi zonse zofunikira monga : kugwirizana pa mipherezero, zizindikiro zoyenera, njira zosonkhanitsira *deta*, kusanthula ndi kugwiritsa ntchito *deta*.

**Mthandizi: (Service Provider)** – Munthu kapena Bungwe loperekwa thandizo pa kayendetsetswe ka *polojekiti* ndi luso lapadera kwa anthu pofuna kuti aphunzire lusolo ndikukhala odzidalira.

**Wokhudzidwa: (Stakeholder)** – Anthu, mabungwe kapena magulu amene *polojekiti* ikuwakhudza m'njira zosiyana-siyana.

**Chitukuko Champaka Muyaya: (Sustainable Development)** – Chitukuko chapa chuma kapena chikhaliwe cha anthu chimene chakhazikika popanda kuwononga zinthu zachilengedwe kapena chikhaliwe cha anthu. Zopindula zache zisangokhala zoti zikuposa zimene zagwiritsidwa ntchito pa chikhaliwe cha a anthu ndi zachilengedwe koma zomwe zagwiritsidwa ntchito mwa luntha zoti zikhoza kumapitilizidwa mpaka mtsogolo poganzira m'mene zinthu zidzakhalire mtsogolomo.

**M'pherezero: (Target)** – Mulingo wa pamene mukufuna kufikapo kapena kukwaniritsa.

## **CHOLINGA CHA NJIRA ZOFUNIKA KUZITSATIRA**

COMPASS imalimbikitsa kugwirira ntchito limodzi ndi eni *polojekiti* powunika momwe ntchito ikuyendera. Njira zofuniqa kuzitsatazi zikulongosola zoyenera kuzichita ndi njira zokuthandizani kuwunika momwe mukugwiritsira ntchito thandizo lomwe mwalandira ndiponso kuphunzira njira zogwirira bwino ntchito za CBNRM.

### **KULEMBA BUKULI**

Ntchito yokhazikitsa buku lino inayambira ndi kufufuza maganizo a anthu odziwa bwino ntchito yaho m'mabungwe angapo, kulemba momwe zidzakhalire, kuchititsa msonkhano wokambirana ndi kukonza zomwe zinalembedwa koyamba ndi kuzilembanso, ndiponso kulemba buku lino kuti ligawidwe ndi kuwunikidwa ndi magulu olandira thandizo la ndalamama zogwirira ntchito yosamalira zachilengedwe.

#### **Zomwe Bukuli Likusimba**

##### **Zomwe Zalembedwa**

- Kupereka njira zomwe wolandira thandizo angazigwiritse ntchito pogwirira limodzi ntchito ndi anthu a mdera lomwe *polojekitiyo* ichitikire popeza njira zimene azigwiritse ntchito powunika momwe ntchito yaho ikuyendera.
- Kupereka njira ndi luso pofuna kuptitsa patsogolo momwe onse okhudzidwa ndi *polojekiti* angalongosolere cholina chawo cheni-cheni ndi zofuniqa kuzikwanirtsas, kusankha zizindikiro; kuhazikitsa zinthu zimene mukufuna kuzisinha; kutolera data; kusanthula data ndikuganizira zochita nazo.
- Kupereka maina a mabuku amene angathandize kupezamo nzeru zina pa *polojekiti*, zipangizo ndiponso kulimbikitsa chitukuko.

##### **Zomwe Sizinalembedwe**

- Zofuniqa kuchita pamene gulu la anthu likuyamba kumene kuganiza chimene akufuna kuchita ndi cholina chake.
- Kuneneratu yemwe ayenera kuwunika ntchito yakuti pa nthawi yakuti chifukwa zimenezi ndi mbali ya zomwe eni *polojekiti* ayenera kumachita.
- Kuneneratu zomwe anthu ayenera kuchita, koma kungowawuza zipangizo zomwe angagwiritse ntchito poganizira chomwe angachite.

#### **Amene Angazigwiritse Ntchito**

Njira izi zapangidwa kuti zithandize olandira thandizo la ndalamama monga mabungwe omwe si a boma, magulu a anthu kudzanso makampani, mabungwe a boma ndi ena.

## **Kufufuza ndi Mafunso**

Katswiri amene analembedwa ganyu ndi a COMPASS anacheza ndi kufunsa mafunso anthu 15 wochokera m'mabungwe 11 a boma ndi omwe si a boma m'Malawi muno panthawi yotolera zoyenera kulemba m'buku lino. Cholinga chofunsa anthuwa chinali chofuna kudziwa zomwe akudziwapo pa ntchito yowunikira limodzi ntchito yosamalira zachilengedwe yoyigwira pamodzi ndi anthu ku dera lawo pofuna kuti COMPASS ilimbikitse njira zokhazo zomwe nzopindulitsa ndikudziwitsa mabungwe za mavuto amene angakumane nawo.

Ntchito yocheza ndi kumafunsa anthuyi sinali yoti ichitike m'madera onse a dziko lino ai. Ambiri mwa mabungwe omwe anapitako ndi opezeaka ku Blantyre ndipo amene anafunsidwa ndi omwe anapezeaka m'masiku amene timakonzekera kukhala ndi msonkhano wowunika zimene zinalembedwa. Anthuwa anachita chotheka kuyankhula zomwe akudziwapo pa ntchito yowunika momwe ntchito yosamalira zachilengedwe pakati pa anthu ikuyendera. Zomwe anatiwuza zikukhudza kwambiri mfundo zimene tazilemba apa ndi apo m'buku lino. Maina a mabungwe ndi anthu amene anatithandizawo akupezeaka pa Choonjezera Choyamba m'buku lino. Zina mwa mfundo zimene tinawuzidwa pa ntchitoyi ndi izi:

- Magulu adzitenga nawo mbali kuyambira kumayambiliro.
- Pamakhala phindu lalikulu pamene anthu akulimbikira kugwira ntchito.
- Kuwunika ntchito ya CBNRM kukhale kwapafupi, kothandiza ndiponso kosakuluwika.
- Pofuna kuunika momwe ntchito ikuyendera ganizirani momwe ziliri m'deralo osamangotsatira zomwe ena analomba kale.
- Gwiritsani ntchito njira zosiyanasiyana zimene anthu a mderalo angachite nawo.
- Chithandizo ndi luso lapadera zidzafunika pophunzitsa anthu luso lopitirizira ntchitoyi mosadalira chithandizo pa zonse.

## **Kulemba Koyamba kwa Bukuli**

Njira zofunika kuzitsatazi tinazilembano motsatira nzeru za katswiri yemwe a COMPASS anamulemba ganyu pa momwe magulu a anthu angasamalire zachilengedwe, zimene anazipeza pakucheza ndi kumafunsa anthu ena ndi kuwerenga zomwe zinalembedwa kale. Kenaka wogwira ntchito ku COMPASS anawunika ndikuperekapo maganizo awo pa momwe bukuli lingakonzedwere bwino asanaligawe kwa anthu ochita nawo msonkhano kuti ayikepo maganizo awo.

## **Msonkhano**

Anthu 27 (Amuna 17 ndi akazi 10) kudzanso mamembala asanuaku COMPASS anachita nawo msonkhano wa tsiku limodzi ndi theka womwe cholinga chake chinali kuwunika ndikuzimvetsetsa njira zofunika kuzitsatazi. Anthuaku msonhanowu anawerenga njirazi ndipo kenaka anayeserera kutsatira zomwe njirazi zimanena kuti zichitike mzigawo zonse. Kenaka anapereka maganizo awo pa momwe aziwonera

polemba ndikuwonetsa njira zimene zili zothandiza ndiponso momwe m'mofunikira kusintha. Ndemanga zawo zinathandiza kwambiri pamene timalembano bukuli. Maina a anthu amene anachita nawo msonkhanowu akupezeka pa Choonjezera Chachiwiri.

### KODI KUWUNIKIRA LIMODZI NCHIANI?

Kuwunikira limodzi pa gulu kwa *mapolojekiti* a COMPASS ndi njira inanso yophunzirira imene imakuthandizani kudziwa ngati mukuchita zomwe munakonza kuti muchite. Podzera mnjira zanu zowunikirira, mudzatha kudziwa ngati zimene mumayembekezera kapena simumayembekezera kuti zisinthe zachitika..

Kuwunika...

- Kumadziwitsa zomwe zasintha ndi chomwe chikufunika kuchitika panthawi ndi nthawi.
- Ndi njira yoyendetsera *polojekiti* yomwe imakudziwitsani zina ndi zina zokuthandizani kupanga maganizo oyendetsera *polojekiti*.
- Kumakuthandizani kudziwa zimene zikuyenda bwino ndi zomwe sizikuyenda bwino mwamsanga kuti muthe kulimbikitsa zomwe zikuyenda bwino ndikukonza zomwe zasokonezeka nthawi isanatayike..
- Kumathandiza kuti mugwirtse mwaphindu zinthu zogwirira ntchito.
- Kumakupatsani chithunzi cha momwe ntchito iliri.
- Kumalimbikitsa umwini wa *polojekiti* pakati pa anthu.
- Kumabweretsa kuptirira kupindulira anthu kwa *polojekiti* ndiponso anthu amaphunzira luso lotha kuiyendetsa *polojekiti* modzidalira.
- Kumathandiza anthu kuphunzira mwa okha kapena pa gulu.
- Kumathandiza kutengerapo nzeru zokazigwiritsa ntchito ku madera ena.
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Mwachidule, kuwunikira limodzi ndi njira yophunzirira yomwe imakupatsani inu woyendetsa *polojekiti*, *imfomeshoni* yomwe mumaifuna kuti mupange chiganiziro chanzeru, chozindikira pa zokhudzana ndi zolina za *polojekiti* yanu.

### Nchifukwa Chiyani Kumafunikira?

Kuwunika mogwirizana kuli ndi kufunika kuwiri ku COMPASS. Kufunika koyamba ndikwakuti kuwunika kogwirizanaku kumakuthandizani kumanga mfundo zopitirizira kugwira ntchito yanu. Kachiwiri, china mwa zolina za COMPASS ndi kuyesa nzeru zanu pa momwe mungayambitsire nzeru zina zogwirira ntchito za CBNRM.

Kuwunika ndikofunika pofuna kudziwa zomwe zimapangitsa kuti zina zidziyenda bwino kapena ai.

### Kumasiyana Motani ndi Njira Zina?

Kuwunika mogwirizana kumasiyana ndi njira zina zounikira chifukwa chakuti gulu limene lalandira thandizo, osati wopereka thandizo:

Limaganizira zomwe akufuna kuchita;  
Limasankha zizindikiro zounikira;  
Limapeza momwe zinthu zoti zisinthe ziriri pano;

Limakhazikitsa mipherezero;  
Limasonkhanitsa ndi kusanthula *deta*;  
Limakonza momwe ligwiritsire ntchito zotsatira za kuunika.

## NJIRA YAKE

Njira yowunikira limodzi imene a COMPASS akufuna kuti mudziyitsatira ndi imene imakuthandizani kuyankha mafunso awa:

### **Cholinga chathu nchiyani?**

(Kulongosola cholinga cheni-cheni cha *polojekiti* ndi zofunika kuzikwaniritsa)

### **Ndi imfomeshoni yanji imene idzatidziwitse m'mene tikuchitira?**

(Kusankha zizindikiro, mipherezero ndi kudziwa m'mene ziriri pano)

### **Kodi imfomeshoni ikutiuba chiyani?**

(Kusonkhanitsa *deta*)

### **Taphunzira Chiyani?**

(Kusanthuka *deta*)

### **Tisinthe Chiyani?**

(Kugwiritsa ntchito zomwe taphunzira)

## Musanayambe

Zomwe talemba m'munsizi zingathandize inu ndi gulu lanu kukonzekera ndikuyigwira bwino ntchito yowunikira limodzi *mapolojekiti* omwe analandira thandizo la ndalama zochokera ku COMPASS.

### **Onetsetsani kuti...**

- Onse amene ntchitoyo ikuwakhudza akuwunikira limodzi *steji* iliyonse ya *polojekiti* yawo – kukhazikitsa zofunika kuzikwaniritsa, kupeza zizindikiro, kuwunika mphamvu ndiponso luso lomwe gulu liri nalo, kuganizira momwe mungasonkhanitsire *deta* ndiponso kugwirizana momwe ntchitoyo idzayendera.
- Mudzikhala okonzeka kukumana ndi zomwe simunaziyembekezere.
- Mudziganizirano nzeru zamakolo zomwe anthu alinazo kale – kodi njira zimene anthu amawunikira *polojekiti* ndi zotani? Kodi ndi njira iti yowunikira imene inu kapena anthu akuyidziwa kale ndipo akuyigwiritsa ntchito?
- Mukuchita zomwe moyenera kuchita kuti anthu alemekeze ntchito yanu ndiponso kuti muwafikire amene mukufuna kuwafika.
- Mwakonza zokambiranana mosabisilana kali konse mwa pafupi-pafupi pakati pa anthu ndi athandizi kuti pakhale kukhulupirirana ndiponso kumanga umwini wa ntchito.
- Mwakhazikitsa mtima wofunitsitsa kuphunzira mwa inu ndi anthu ndiponso mabungwe amene mukugwira nawo ntchitoyo. Mtima wotere umathandiza kuti ntchito yowunikira limodzi iyende bwino.
- Mwakhazikitsa maziko akuti okuthandizani akhale wokulimbikitsani osati wokugwirirani *polojekiti*.

- Ndinu wosapupuluma. Kuthandiza gulu lanu kuti limvetse mokwanila momwe ziliri, zipangizo ziliri ndiponso kuti zabwino zimatengerapo nthawi kudza.

# Posankha Njira Zake

- Maziko aka akhale luso ndiponso zipangizo zimene anthu ali nazo kale.
  - Sankhani njira zomwe ndi zoyenerera.
  - Gwiritsani ntchito luso lamakolo lomwe anthu ali nalo
  - Onjezerani njira zina zosonkhanitsira *deta*.
  - Tsatani njira zapafupi osati zosokoneza.
  - Sinthani zipangizo ndi njira zogwirira ntchito yanu kuti zigwirizane ndi kwanuko.
  - Pangani ndi kugwiritsa ntchito zipangizo zanu. Zimene talemba muno ndi zitsanzo chabe.

## Pokonzekera Kuwunika

- Kujambula *fomu* iri m'munsiyi ndi mitu yakeyi kungakuthandizeni kukonzekera ndiponso kulondola bwino njira zanu zowunikira limodzi: Iyi ndi pulani younikira limodzi momwe ntchito ikuyendera.

**Kodi mwakonzeka Kuyamba kuwunika? – Mfundu Yofunika Kwambiri**

- Monga tanenera poyamba, mfundozi zakonzedwa moganizira kuti munakhalapo pansi limodzi ndi anthu a mdera lomwe mukufuna kuti muchitike ntchitoyo posankha cholinga chachikulu cha ntchito yanu. Mfundozinso zikuganizira kuti mapulani a ntchito yanuwo anakhazikidwa kale. Ndipo zikuganizirango kuti akulu-akulu amene ntchitoyi ikuwakhudza pakati pa anthuwo anakhala pansi ndikukambiran za okhudzidwa ena, anaganizira za zipangizo zimene zilipo, ndipo anagwirizana mfundo yeni-yeni ya ntchito yaho.

Choncho ntchito yowunika imene tikuyivomereza mu buku lino ikuyamba ndi kuganiziranso cholina cheni-cheni cha *polojekiti* ndiponso zofunika kuzikwaniritsa pofuna kukwaniritsa cholina cha *polojekiti*. Sizikuyamba

ndi kufufuza zomwe anthu akuzifuna ndi zomwe angapange. Ngati ena simunagwire nawo ntchito yofufuza cholinga cha *polojekiti* yanu ndiponso zofunika kuzikwaniritsa, yambani kutero musanapite patali. Kuwunika momwe ntchito ikuyendera kuyenera kukhala chimodzi mwa mapulani amene timapangira limodzi.

### **Kodi Anthu ndi NGO Angakwanitse?**

- Magulu angafune kuphunzitsidwa luso lina makamaka lokhudzana ndi kukonza mapulani ndiponso kusonkhanitsa *deta*. Mabungwe omwe si a boma angasowe kudziwa luso la kugwira ntchito ndi anthu a kumudzi popanga mapulani ndiponso kuwunika mayendetsedwe a ntchito. Ganizirani kufunika kwa luso limeneli musanakumane ndi vuto lakuti mukufunika kumvetsetsa bwino kapena luso la mtundu wina.

### **Nanga Magwiridwe a Ntchito ndi Zotsatira Zake?**

- Powunika momwe ntchito ikuyendera, inu ndi gulu lanu muyenera kuganizira momwe ntchitoyo ikugwiridwira – kodi zonse zikuchitika momwe munakonzera? – ngati yankho ndi eya, ‘Chifukwa?’ ndipo ngati ndi ayi, ‘Chifukwa?’ Gulu lanu liyeneranso kumawona zomwe zikusintha mderalo chifukwa cha *polojikitiiyi*.

## **KUWUNIKILA LIMODZI NDI WOLANDIRA THANDIZO LA NDALAMA**

Pano tiona mastepi akulu-akulu oyenera kuwatsatira pofuna kukwaniritsa njira yowunikira limodzi. *Stepi* yaikulu iliyonse ili ndi zigawo izi:

### **Kulongosola Momveka ndi Mawu Woyambilira**

Kumasulira mau a mutu wa *stepi* iliyonse ndi mawu woyambilira zimapereka chiyambi ndi zofunikira pa *stepi* imeneyo.

### **Maganizo a za Njira ndi Zipangizo Zake**

Chigawo chino pa *stepi* iliyonse chimalongosola mwachidule zomwe gulu liyenera kuchita, ma *fomu* ndi zipangizo zina zomwe cholinga chake ndi kulimbikitsa onse okhudzidwa ndi polohekiti adzitengapo mbali.

### **Mafunso Ofunika**

Mafunso amenewa akhoza kukupatsani maganizo ena ndikukuthandizani kukumbukira zina ndi zina zimene mwina munayiwala. Mwinanso mukhoza kuwakambirana pagulu ngati chimodzi mwa mfundo za mustepi imeneyo.

### **Onetsetsani kuti....**

Zolongosoledwa pano n'zoti zikuthandizeni kulewa kubwerezza zolakwika zimene ambiri amazipanga.

### **Zomwe zingakuthandizeni**

Choonjezera Chachitatu chili ndi mitu ya mabuku amene angakuthandizeni

## **MASTEPI ONSE MWACHIDULE:**

### **STEP 1: Kulongosola Cholina Cheni-cheni cha Ntchito Yolandira Thandizo la Ndalamda ndi Zofunika Kuchita.**

*Stepi* ino ndi yoti inu ndi gulu lanu muganizirendo ndi kulongosola bwino cholinga cheni-cheni cha *polojekiti* yanu ndinso zofunika kuchita kuti cholinga cha *polojekiti* yanu chipherezekere. Iyi ndi nthawi yofunsa mafunso awa:

- Kodi cholinga chathu chikugwirizana ndi kusamala zachilengedwe?
- Kodi chimodzi mwa zofunika kuchita chikugwirizana ndi kusamalira zachilengedwe?
- Kodi cholingachi ndi zofunika kuzikwaniritsa tinaziganizira bwanji?
- Kodi tili ndi pulani? Ndi yotani? Wagwirizana nayo ndani?
- Kodi *polojekiti* ingakhudze bwanji amuna? amayi? ndi anthu ena?

## **STEPI 2: Kuganizira Zizindikiro**

Mukalongosola cholinga cha *polojekiti* ndiponso zofunika kuchita, inu ndi gulu lanu muyenera kuganizira momwe muzidzadziwira kuti zinthu zikuyenda bwino kapena ayi. Zizindikiro zidzathandizano gulu lanu kudziwa momwe ntchito yanu yathandizira kusamalira zachilengedwe. Iyi n di nthawi yofunsa mafunso awa:

- Tidzadziwa bwanji kuti tili pamzere olondola?
- Kodi zinthu zofunika kwambiri kuti tizazidziwe pa kayendetsedwe ka *polojekiti* yathu ndi ziti?
- Kodi ndi mfundo ziti zomwe tidzayenera kumanga pa nthawi ya *polojekiti*?
- Tidzayenera kudziwa chiyani kuti timange mfundo zimenezo?
- Ndani ayenera kudziwa chiyani?
- Padzakhala *infomeshoni* yanji?

## **STEPI 3: Kupeza Momwe Ziriri Pano.**

Inu ndi gulu lanu mukamvetsa zimene mufunika kuchita ndi zizindikiro zake, ndipofunika kwambiri kudziwa m'mene ziriri pano – apa ndiye poyambira (chikhomo) pofuna kuyeza m'mene zasinthira. Kusonkhanitsa m'mene zinthu ziriri pano zoyerera kudzakuthandizani kudziwa zinthu zimene mwasintha. Mafunso a pano ndi monga:

- Zinthu zili motani pamayambiliro?
- Tidzadziwa bwanji kumene tachokera, chasintha nd chiyani, zasintha motani?
- Zomwe ndi zofunikira kwambiri kuti tizidziwe panopa ndi ziti?
- Tichite chiyani kuti tisasonkhanitse *deta* yochuluka kwambiri kuphatikiza ndi yosafunika yomwe?

## **STEPI 4: Kusonkhanitsa Deta**

Musanayambe ntchito yanu ndibwino kuchitiratu mapulani a momwe mudzasonkhanitsire *deta* yanu. Musadikire mpaka pamene mukufuna *infomeshoni* ina kuti muganize momwe mungaizipezere. Pano mufunse mafunso awa:

- Ndani adzasonkhanitse *deta* yanji?
- Pangafunike luso lotani posonkhanitsa *deta* imeneyo?
- Tingaizipeze kuti?
- Zidzatitengeru nthawi yayitali bwanji?
- Tidzasonkhanitse liti *detayo*?

## **STEPI 5: Kusanthula Deta ndi Kuganizira Chochita Nayo.**

Kungosonkhanitsa *deta* chabe kungakhale kungotaya nthawi yanu. Koma kuyiona bwino-bwino ndi kuyitanthauzira – kupeza chimene ikutanthauza – inu ndi gulu lanu mungamvetse ndi kuphunzira zambiri. Ndiye mukhoza kugwiritsa ntchito zimene

mwamvetsazi ndi kuphunzirazi poganizira zoyenera kuchita pa kayendetsedwe ka *polojekiti*. Mukamakonzekera kusanthula *deta* muyenera kudzifunsa mafunso awa:

- Ndi kuti ndiponso liti limene zowunikira zina zidzafunidwe?
- Tidzadziwa bwanji kuti tisanthule ziti ndiponso liti?
- Tingalembe bwanji *deta* yathu kuti pakhale mwayi wozigwiritsa ntchito?
- Ndani asanthule *deta* ndi kuyigwiritsa ntchito?
- Tingawonetsetse bwanji kuti zotsatira zathu azadzigwiritsa ntchito?

## **STEPI YOYAMBA**

### **KULONGOSOLA CHOLINGA CHENI-CHENI NDI ZOFUNIKA KUCHITA**

#### **CHOLINGA CHENI-CHENI:**

*Kunena cholinga chomwe polohekiti yanu ikufuna kukwaniritsa. Cholina cheni-cheni chimasimba zomwe polohekiti ikufuna kusintha kowonekera kwambiri.*

#### **ZOFUNIKA KUCHITA:**

*Zofunika kuchita zimayenera kukhala zachindunji, zoyezeka, zoyerera, zoonadi zotheka pa nthawi yake. Izi zimalongosola zomwe polohekiti ikufuna kukwaniritsa. Ponena zofunika kuchita sitilongosola momwe zidzachitikire ai, koma chofunika kuchichitacho ndi nthawi imene chidzachitike. Zonse zofunika kuchita zikapangidwa bwino-bwino zimakwaniritsa cholinga cheni-cheni.*

#### **Cholina Cheni-cheni ndi Cha Yani?**

Omwe polohekityi ikuwakhudza ayenera kumvetsetsa ndi kugwirizana ndi cholinga cha polohekiti yaho. Ngati cholingachi chikangoperekedwa ndi anthu akunja, mamembala a gulu la kuderalo omwenso ndi eni ake a polohekityo ayenera kukhala kuti cholingachi akugwirizana nacho kwathunthu. Polohekiti yatsopanoyi ichokere ku zomwe anthu ali nazo ndiponso zofuna zawo. Ntchito yofufuza zimene anthuwo ali nazo ikhoza kuthandiza kupeza cholinga cha polohekiti ndiponso zomwe zingachitike pokwaniritsa cholingacho.

Kubvomerezana pa maganizo amene anenedwa sikutanthawuza kuti anthu akugwirizana kwathunthu. Yesetsani kudzera mkukambilana kulongosolerana, kubwereza-bwereza ndikukonza bwino maganizo kuti ambiri amene polohekityo ikuwakhudza amvetse ndikuyamba kutsatira cholinga cha polohekityo ndi zofunika kuchita. Onetsetsani kuti zikumveka bwino, pali kumvetsetsana ndi kubvomerezana, m'ngakhale kugwirizana kwathunthu kumene. kumanena momveka, momvetsa ndiponso movomereza kapena kugwirizana nanu kumene. Kuwunikira limodzi kuyenera kuchokera ku mgwirizano umenewu ndi zomwe inuyo ngati gulu mwagwirizana kuti muchite. Kuwunika kuyenera kukhala mbali imodzi ya mapulani a polohekiti yanu.

#### **Kodi Chofunika Kuchita Chabwino ndi Chotani?**

Anthu okhudzidwa ndi polohekiti, ndi omwewo amene akhazikitse cholinga cheni-cheni cha polohekityo ndi zofunika kuchita zake, ayeneranso kuthandiza pokhaziksano ntchito zoyerera kuchitika kapena agwirizane ndi zimene zilipo. Zofunika kuchita zikhale **SMARTT**:

Zosakuluwika (Specific): Zikuyenera kulongosola momveka zomwe zidzachitike.  
Zoyezeka (Measurable): Zinene kuti ndi zingati angati, kwakukulu motani, ndi zina zotere. kuti idzitha kuyezeka.

Zoyerera (Appropriate): Zikhale zogwirizana ndi kumalo ndi anthu okhudzidwa ake.

Zoonadi (**Realistic**): Zikhale zakuti zikhoza kuchitikadi. Njira zake zoyezera zikhale zosabvuta ndi zotheka ndi anthu.

Nthawi (**Timebound**): Zinene ndi nthawi yayitali bwanji yomwe idzafunike.

Pa nthawi yache (**Timely**): Zidzikhala mwa nthawi yake yofunika kuzyeza.

### ***Kodi iyi ndi nthawi yoganizira za kusiyana kwa amuna ndi akazi?***

Iyi ndi nthawi yabwino yoganizira za kusiyana kwa maudindo a amuna ndi akazi ndi kuwona momwe *deta* yake idzakhudzire m'magulu osiyanawa. Pogwiritsa ntchito njira yapafupi monga *Gender Analysis Matrix (From Parker, 1993)* zidzakuthandizani kumvetsa ubwino ndi kuyipa kwa *polojekiti* yanu.

## **NJIRA NDI ZIPANGIZO ZAKE**

Mukhoza kugwiritsa ntchito zina mwa njira zowunikirazi ndi gulu lanu pofuna kunena momveka cholina cheni-cheni cha *polojekiti* yanu ndi kukhazikitsa zofunika kuchita. Muyenera kukhazikitsa *fomu* yamapulani anu kuti mudzitha kulondola bwino-bwino ntchito zanu zowunikira.

### **- *Fomu yolembera mapulani***

Pepala lolembapo mapulani lonena za cholina cha *polojekiti* ndi zofunika kuchita pofuna kukwanirtsira cholina. Pakhalenso malo olembapo, zizindikiro, momwe ziriri pano, njira zosonkhanitsira *deta*, zotsatira posanthula *deta*, ndiponso magamizo a m'mene mungasinthire zingathandize inu ndi gulu lanu kukhala ndi njira yolongosoka yowunikira *polojekiti* yanu. (Onani chitsanzo pa tsamba 8 la buku lino).

### **- *Kulemba Zofunika Kuchita za SMARTT***

Izi zikhoza kuchitika m'gulu lalikulu kapena lalingóno; kumayesera kulemba zofunika kuchita zimene zingakwaniritsse izi: zosakuluwika, zoyezeka, zoyenerera, zoona ndiponso za pa nthawi yake. Yambani ndi kuuza anthu kuti alembe zofunika kuchita zokhudzana ndi umoyo wao. Kenaka alembe zofunika kuchita mogwirizana ndi *polojekiti* yao imene analandirira thandizo la ndalamila.

### **- *Kuganizira kusiyana kwa amuna ndi akazi***

Pogwiritsa ntchito Gender Analysis Matrix (GAM) inu ndi gulu lanu mukhoza kuganizira momwe *polojekiti* idzakhudzire mosiyana amuna ndi akazi pa ntchito, nthawi, chikhaldwe chao ndi zipangizo za ntchito. Nthawi ndi nthawi mudzgwiritsa ntchito GAM ngati njira imodzi yowunikila momwe *polojekiti* ikuyendera.

- **Mapu**

Ntchito iyi ikukhudza kujambula nthambi ya mtengo yongofanizira pofuna kuwonetsa kuti “Zitatero – kenaka” kulumikiza zochitika zosiyanasiyana za *polojekiti*. Mapu a *polojekiti* amaonetsa kuti “Zikatero ndiye” kulumikiza zofunika kuchita ndi zochita za *polojekiti* monga imachitira Objective Tree

- **Abwenzi 5 + 1 okonzera mapulani ( Chifukwa, Chiyani, Ndani, Motani, Liti, Kuti)**

Apa timagwiritsa ntchito mafunsowa amene amaonetsa kugwirizana kwa kapangidwe ka pulani ndi njira zowunikira m’mene *polojekitiyo* ikuyendera. Imalimbikitsa omwe akukhudzidwa ndi *polojekiti* kukumbukira mastepi ofunika kwambiri popanga mapulani. Nchapafupi kwa amene sadziwa kulemba ndi kuwerenga kuwakumbukira chifukwa akhoza kugwiritsa ntchito zala kuti ziwathandize kukumbukira mawu ochitira mapulani.

**CHIFUKWA?** Kodi tikutsatiradi cholinga chathu?  
Ngati *ayi*, chifukwa chiyani? Tichite Chiyani?

**CHIYANI?** Kodi tikuchita zimene tinaganiza kuti tidzachita – zomwe tinakonza? Ngati *ayi*, chifukwa chiyani, Tichite Chiyani?

**NDANI?** Zikukhudza ndani (Ndi amene tinamuganizira)?  
Ngati *ayi*, chifukwa chiyani, Tichite Chiyani?

**MOTANI?** Kodi tikugwiritsa ntchito njira zimene tinakonza kuti tigwiritse ntchito poyamba? Ngati *ayi*, Chifukwa chiyani, Tichite Chiyani?

**LITI?** Kodi zikuyenda mnthawi yake? Ngati *ayi*, Chifukwa Chiyani, Tichite Chiyani?

**KUTI?** Kodi ntchitoyi ikuchitika kumene tinakonza kuti ichitike? Ngati *ayi*, chifukwa chiyani, Tichite Chiyani?

- **Mapu Osonyeza Zogwiritsira Ntchito ndi Zipangizo Zina**

Mu ntchito iyi, mamembala a gulu amalemba mapu osonyeza zogwiritsa ntchito pokwanilitsa cholinga cha *polojekiti* zomwe zingathandizenso kunena momveka bwino cholinga cha *polojekiti* ndikupeza zina zimene zingathandize kuwunika bwino momwe ntchito ikuyendera. Mukhoza kugwiritsa ntchito zina ziri zonse zachilengedwe monga masamba, udzu, tititengo ndi zina, popanga amapu anu. Mwinanso mungagwiritse ntchito mapepala ndi zojambulira.

## **Mafunso Ofunika**

- Kodi cholinga cha *polojekitiyi* chinachokera kwina kapena kwa eni ake ndipo chikuwonetsa zosowa zenizeni za gululi?
- Mwa okhudzidwa kwambiri, ndani anathandizapo poganizira za cholinga cheni-cheni cha *polojekitiyi*?
- Kodi maziko a ntchito yathu ali pa mphamvu zimene anthu kapena mabungwe alinazo kale (poyangána zipangizo ndi zofunikira zina)?
- Ndi luso lina liti limene lingafunikire?
- Nzofunikira ziti (zipangizo ndi zofunikira zina) zimene zingafunike kuti ife tithe kugwira ntchitoyi bwino-bwino? Kodi zofunikira kwambiri ndi ziti? Kodi zimenezi zilipo kale pakati pathu kapena tikhoza kuzipeza?

## **Samalirani izi**

- Kungoganiza kuti amene akukhudzidwa kwambiri akugwirizana nazo... fufuzani.
- Kuthamangira kuchita zinthu musanakhazikitse maziko abwino a mgwirizano ndi amene *polojekitiyi* ikuwakhudza kwambiri.
- Kungoganiza kuti mukudziwa momwe *polojekitiyi* ikhudzire anthu ena. Tsimikizani izi pofufuza mwachidule pakati pa amuna ndi akazi, mabanja, ndiponso momwe anthu onse a m'derali *polojekitiyi* iwakhudzire.

## **STEPI YACHIWIRI**

### **KUPANGA ZIZINDIKIRO**

#### **ZIZINDIKIRO:**

*Zizindikiro ndi zoyezera m'mene polohekiti ikuyendera ndi zomwe zikusintha poyangána zomwe polohekiti ikufuna kuchita.*

#### **Zizindikiro zimafunikiranji?**

A COMPASS ali ndi mipherezero ndi zizindikiro zao. Koma ku mbali ya *polohekiti* yolandira thandizo la ndalamia, inu ndi amene akukhudzidwa ndi *polohekiti* muyenera kupanga zizindikiro zanu. Inu ndi amene mungaganize bwino zimene ndi zofunika kuzidziwa, amene ali nazo, ndi momwe mungazipezere mosabvuta.

#### **Zingati?**

Popanga zizindikiro, kumbukirani kuti ndi bwino kukhala ndi zizindikiro 2 kapena 3 ndi kusonkhanitsa *deta* yapangóno, yomwe iri yofunikira kwambiri, imene aliyense akuimvetsetsa bwino, kusiyana ndi kusonkhanitsa *deta* yambiri yomwe iri yozunguza mutu yoti sidzagwiritsidwano ntchito. Ngati nkotheka, sonkhanitsani *deta* poyeza kuchuluka kwake ndi *kolite* yake.

#### **Mipherezero ndi chiani?**

Zizindikiro ziyenera kukhala ndi m'pherezero poti chizindikirocho sichilongsola kuchuluka kapena *kolite* ya chimene tikuyeza. Mipherezero ndi imene imanena mlingo umene ukufunika kukwanirtsidwa. Mipherezero imanena kuti zingati, kangati, ndi zina zotero. Mipherezero iyenera kukhala yomveka bwino ndiponso yoonadi. Nthawi zina ndi bwino kuganizira patali ndi modzidalira pokhazikitsa ipherezero, koma osachita zinthu mwa matama, zoti simungazikwaniritse. Ndibwino kupitirira mlingo umene unakhazikitsidwa kuti mufikapo, kusiyana ndi kulephereratu.

#### **Ndani ayenera kusankha zizindikiro?**

Magulu amene analandira thandizo la ndalamia zogwirira *polohekiti* aganizire zizindikiro zimene zingawathandize kudziwa bwino momwe *polohekiti* ikuyendera. Ngati bungwe la NGO lakhala likugwira ntchito ndi gulu la anthu kwa kanthawi, zizindikiro zimene angasankhe anthuwo zikhoza kukhala zofanana ndi zomwe bungwelo lingasankhe. Koma bungwe lisasankhire anthu zizindikiro.

## Kodi Chizindikiro Chabwino Nchotani?

Zizindikiro zina nzabwino kuposa zina. Gwiritsani ntchito mfundu ziri m'munsizi kuti muwone ngati chizindikiro nchabwino kapena ayi:

- **Nchoyenerera** – Kodi chikukupatsani *infomeshoni* yokuthandizani poganzira zochita?
- **Cha eni polohekiti** – Kodi amene anachisankha ndi amene *polohekiti* ikuwakhudza kwambiri.
- **Chosafuna zambiri** – Kodi gulu lanu lingathe kusonkhanitsa *deta* yake (poganizira nthawi ndi ndalamna)?
- **Zochepa** – Kumbukirani kuti kukhala ndi zizindikiro zochepa zoti mungathe kuzisonkhanitsa ndi bwino kusiana ndi kukhala ndi zambiri zomwe zina simungazigwiritse ntchito.
- **Chomveka** – Kodi zikudziwika zimene chizindikiro chikuyeza?
- **Chosavuta Kuyeza** – Kodi gulu lanu lidzatha kuchichita mosabvuta ndi kupeza *infomeshoni* yomwe mukufuna?
- **Chosakhalira Mbali** – Kodi chiru ndi matanthawuzo obisika kapena matantuozo ambiri?
- **Maziko ake ndi data imene ilipo** – Kodi pali wina amene akusonkhanitsa *infomeshoni* yofanana ndi imeneyi?
- **Chosavuta kuchiona** – Kodi ndi chosavuta kuchiona kapena kuchimvetsa.
- **Chofunika** – Kodi mukuyeza chizindikiro chofunikiradi?

## NJIRA NDI ZIPANGIZO ZAKE

Sankhani zochita ziwiri kapena zitatu zimene gulu lanu ligwiritse ntchito posankha zizindikiro. Ngati gulu lanu nlosadziwa kulemba ndi kuwerenga, mukhoza kusankha njira yogwirtsia ntchito zithunzi zosonyeza m'mene zinaliri poyamba ndiponso m'mene ziriri pano mosalemba mau aliwonse. Njira ina ndiyogwirtsia mau akuti "Zitati zachitika zakuti..." ngati pali munthu yemwe angathe kumalemba ndi kuwerenga makadi.

### - **Kupanga Zizindikiro**

Anthu akhoza kuyeserera kulemba zizindikiro ndi mipherezero m'magulu akulu kapena angóno. Kenaka akhoza kulemba zizindikiro za mapolohekiti awo..

### - **Makadi a "Zitati zichitike...."**

Lembani pa makadi zinthu zosiyana-siyana zomwe zingachitike pa nthawi ya *polohekiti*. Kenaka kambiranani momwe kuwunika momwe *polohekiti* ikuyendera (kukhala ndi zizindikiro zoyenera) kungathandizire gululo kudziwa za vuto limene liripo ndi kulithetsa kwake lisanakule.

### - **Chithunzi Choonetsa M'mene Ziriri Poyamba ndi Potsiriza.**

Mnjira imeneyi gulu likhoza kuonetsa maganizo awo mzithunzi zazikulu za momwe zinaliri poyamba ndi m'mene ziriri pano pojambula zomwe

zasintha ngati zotsatira za *polojekiti*. Kuona zotsatira za *polojekiti* mnjira imeneyi zimathandiza inu ndi gulu kupanga zizindikirozogwirizana ndi zosintha zimenezi.

- **Msonkhano wa gulu**

Mukhoza kuyamba kupanga zizindikiro pokambiranana m'gulu lalikulu motsogozedwa ndi mafunso ali m'munsiwa (ngati gulu lingakwanire kapena kuditirira anthu 15 mukambiranana mmagulu angóno).

- **Kukambiranana ndi M'modzi-m'modzi**

Kukomana ndi m'modzi- m'modzi mwaokhudzidwa ndi *polojekitiyi* ndi kukambiranana mafunso ali m'munsiwa kapena kuwayendera anthu amene sanabwere ku nsonkhano waukulu zingathandize kulongosola bwino njira yopangira zizindikiro zabwino. Kukomana ndi kukambiranana ndi anthu kungathandize kuzindikira mafunso kapena madandaulo ena amene anthu alinawo koma sangawanene pa gulu.

### **Mafunso Ofunika**

- Nchiyani chimene tidzafunike kudziwa kuti tizindikire ngati tikukwanitsa zolina za *polojekiti* yathu?
- Nchiyani chofunika kudziwa pa za momwe ikuyendera *polojekiti* kuti tithe kusintha zina ndi zina ngati mpofunika kutero?
- Kodi mipherezero yathu ikuyankha mau oti ..... angati, wotani, motani, zotani, liti ndi zina zotere?

### **Samalirani Izi ...**

- Kusankha zizindikiro zambiri zimene zingakuvuteni kuziyeza.
- Kupanga njira zogwirira ntchito kukhala zovuta kuposa momwe ziyanera kukhalira.
- Kuyiwala kusankhira limodzi ndi anthu omwe akukhudzidwa zizindikiro za *polojekiti* yanu.

## **STEPI YACHITATU**

### **KUPEZA MOMWE ZIRIRI PANO**

#### **MOMWE ZIRIRI PANO (Baseline)**

*Momwe ziriri pano ndi imfomeshoni yogwirizana ndi zizindikiro za polojekiti zomwe zimasonkhanitsidwa poyambirira pa polojekiti kuti zidzakhale maziko (zikromo) odzafanizira m'mene zinthu zidzasinthire m'tsogolo muno.*

#### **Ndi Chiyani?**

*Imfomeshoni* yabwino ya m'mene ziriri pano ndi yomwe imaperekamaziko eni-eni odzafanizira m'mene zinthu zasinthira m'tsogolo muno. Popanda zimenezi sitingathe kudziwa chimene chasintha liti ndiponso motani. Kupeza momwe ziriri pano limodzi kumathandiza kuti eni polojekiti adziwe bwino momwe zinthu ziriri panopa mogwirizana ndi zofunika kuzichita zao, maka-maka mogwirizana ndi zizindikiro za ntchito yao. *Deta* ya momwe ziriri pano imawathandiza magulu kuona mosabvuta m'mene zinthu zikusinthira ndi nthawi yogwirira polojekiti. Musamangodalira - zosungidwa pa mtima ai.. Sonkhanitsani *deta*, jambulani zithunzi, tengani mafoto - kapena njira zina zirizonse zomwe n'zotheka kwanuko - kuti zidzakuthandizeni kukumbukira pamene tuyambira. Popeza momwe ziriri pano zimagwirizana ndi zizindikiro, zikhoza kukuthandizani kudziwiratu ngati gulu lanu lingathe kusonkhanitsa *deta* imene mudzayifune mtsogolo.

#### **Ndani afunika kugwira ntchitoyi?**

Omwe polojekitiyi ikuwakhudza kwambiri ayenera kukonza mapulani ndikusonkhanitsa momwe ziriri pano. Pa ntchito yolandira thandizo la ndalama kuchokera ku COMPASS, mamembala a gulu eni ake ndiye ayenera kukonza mapulani a kusonkhanitsa kwa momwe zinthu ziriri pano. Iwowa ayeneranso kusunga pabwino zomwe asonkhanitsazi kuti azidzadziwa momwe zinthu zizidzasinthira pofananiza ndi zomwe azidzapeza pa nthawi yonse ya polojekiti yao.

#### **Zichitike liti?**

*Deta* ya momwe ziriri pano iyenera kusonkhanitsidwa isanayambike ntchito iriyonse ya polojekiti kuti mukhale ndi chithunzi-thunzi cha m'mene ziriri pano. Mungathe kudziwa momwe zinthu zasinthira pomafananiza zomwe mukupeza mukamawunika panopa ndi momwe zinthu zinaliri poyamba.

## NJIRA NDI ZIPANGIZO ZAKE

Chipangizo kapena njira ziri zonse zimene zingapereke chithunzi-thunzi cholondola, kapena zingalongosole momwe ziriri m'*polojekiti* kapena chochita chiru chonse chisanayambike zimathandiza kupereka maziko odzafanizira m'mene zinthu zikusinthira. Sankhani kuchokera m'njira zomwe ziri m'munsizi njira zomwe mukuzidziwa kuti ndi zoyenerera kudera la kwanuko.

### - ***Transekiti (Transect Walk)***

Mamembala a gulu ayenera kuwonetsesa ndikukambirana momwe malo awo aliri ndiponso momwe amawagwirtsira ntchito zosiyansiyana. Apa mudziyang'ana kwambiri zimene zikukhudza zizindikiro za *polojekiti* yanu. Izi zidzathandiza kudziwa zipangizo zomwe zilipo, mavuto amene mungakumane nawo ndiponso kukudziwitsani zinthu zimene mukufuna kusintha. Mukhoza kuchita izi *polojekiti* isanayambike kapena koyambilira kwenikweni kwa *polojekitiyo*.

### - ***Chithunzi (Mural)***

Omwe *polojekitiyi* ikuwakhudza kwambiri akhoza kukhazikitsa chithunzi cha momwe zinthu zinaliri poyamba pamene *polojekitiyi* isanayambike. Kenaka akhoza kumafananiza chithunzichi ndi momwe zinthu zikusinthira chifukwa cha *polojekitiyo*.

### - ***Nkhani (Story)***

Amene *polojekitiyi* ikuwakhudza kwambiri akhoza kulemba nkhanzi ya momwe zinthu ziliri panopa *polojekiti* isanayambe. Akhoza kuyiremba mwa mtundu ulionse kuti ikhale yosangalatsa koma yolondola. Izi nzabwino koposa kwa anthu osadziwa kulemba ndi kuwerenga omwe amatha kusunga nkhanzi pa mtima.

### - ***Mafoto (Photos)***

Ngati mamembala a gulu angapeze *kamera* ndi *mafili mu* akhoza kutenga zithunzi za momwe zinthu ziliri panopa. Zimenezi akhoza kumadzazifananizitsa ndi zithunzi zimene azidzatenga *polojekiti* ili mkati. Izinso nzothandiza koposa kwa magulu amene sadziwa kwambiri kulemba ndi kuwerenga.

### - ***Kalendala ya Nyengo (Modified Seasonal Calendar)***

Mamembala a gulu lanu akhoza kukhazikitsa kalendala yofotokoza zinthu zogwirizana ndi zizindikiro zanu (Kangati; kupezeka kwake, ndi zina zotere.) poyambirira pa *polojekiti* ndipo mukhoza kufananiza izi ndi zomwe mungamapeze *polojekitiyi* ikamachitika pa nyengo zosiyansiyana.

- **Mapu a Magulu (Institutional Map)**

Mamembala a gulu lanu akhoza kujambula mapu a kulimba kwa mgwirizano pakati pa magulu osiyana-siyana ndikukhudzana kwavo pogwira ntchito kumayambiliro a *polojekiti*. Kenaka akhoza kumafananiza mapu a mgwirizano umenewu ndi mapu amene angamalembe nthawi ndi nthawi *polojekitiyi* ikuchitika kuti awone ngati pali kusintha. Ntchitoyi ikhoza kukhala yoyenerera ngati *polojekiti* yanu ndi yosintha mabungwe kapena magulu.

- **Mapu a Zogwirira Ntchito (Resource Map)**

Kugwiritsa ntchito mamembala a gulu lanu kukhazikitsa mapu a zinthu zogwirira ntchito kungathandize mnjira ziwiri. Choyamba, kungakupatseni zinthu zopezeka zofunika kuzisinha ngati *polojekitiyo* njogwirizana ndi magwiritsidwe ntchito a zinthu zogwirira ntchito. Kachiwiri, ithandiza gulu lanu kuzindikira zipangizo zimene zilipo pa *polojekiti* imene mukufuna kuchita. M’mapuwa mukhoza kukhala zachilengedwe, zopangidwa ndi anthu m’ngakhalenso anthu amene.

- **Zokambirana Pagulu (Group Discussions)**

Mamembala am’mgulu akhoza kumachita zokambirana zaho mtimagulu tating’ono kapena gulu limodzi lalikulu pomakambirana momwe zinthu zikusinthira (Mogwirizana ndi zizindikiro). Mamembala a maguluwa ayenera kumalemba pena pake, kapena kuzijambula pa *tepi* zokambirana zaho kuti azidzatha kuzigwiritsa ntchito mtsogolo.

- **Kukambirana Motsatira Mitu Yokha ya Mafunso (Semi-Structured Interviews)**

Mamembala a gulu akhoza kukonza mitu ya mafunso ofunika kwambiri ndikumawatsatira pokambirana ndi anthu angapo ku deralo. Ngati mwasankha njira imeneyi, onetsetsani kuti mamembala amene akufunsa mafunsowa ali ndi luso lofunsila mafunsowo. Mafunso ndi mayankho onse ziyanera kusungidwa bwino (polembedwa kapena kujambulidwa pa *tepi*) ndi kulembedwa mwa chidule.

- **Masewero (Role Plays)**

Mamembala a gulu akhoza kupanga timasewero towonetsa momwe zinthu ziliri pano (ngati anthu a mderalo amabvomereza ndi kusangalatsidwa ndi zisudzo). Izinso n’zofunika kuti muzisunge bwino kwa kanthawi. Masewero ena akhoza kumawakonza mkatiki-kati mwa *polojekiti*.

## **Mafunso Ofunika**

- Tili pati tsopano (Poyambilira pa ntchito) molingana ndi mipherezero ya *polojekiti* yanu?

- Chifunika kudziwika nchiyani poyamba pa *polojekiti* kuti tidzayezere momwe *polojekitiyi* yayendera mtsogolo muno?
- Chofunika kwambiri nchiyani chomwe tidzachifune kuchidziwa poganizira zoyenera kuchita poyendetsa *polojekiti* mtsogolo muno? Tingatsimikize bwanji kuti *deta* ya momwe ziriri pano idzatithandizire kupeza zomwe tikuzifuna?
- Kodi aliyense wokhudzidwa akumvetsa kufunika kokhala ndi *deta* ya momwe ziriri pano yomveka ndi yolondola?

**Samalilani Izi ...**

1. Kuyiwala kusonkhanitsa *deta* ya momwe ziriri pano
2. Kuyiwala kugwiritsa ntchito *deta* yanu ya momwe ziriri pano (isungeni pa malo abwino).
3. Kusonkhanitsa *deta* ya momwe ziriri zochuluka kwambiri. Kumbukirani kuti zizikhala zogwirizana ndi zizindikiro zanu.

## **STEPI YACHINAYI**

### **KUSONKHANITSA DETA**

#### **KUSONKHANITSA DETA**

*Kutolere pa nthawi ndi nthawi infomeshoni yogwirizana ndi zizindikiro zomwe zingatipatse infomeshoni yofunikira popanga mfundo zoyendetsera polojekiti.*

#### **Tisonkhanitse Chiyani?**

Zosonkhanitsa zisachulukire, zachindunji ndiponso zosiyantsa pakati pa amuna ndi akazi. Pamodzi ndi gulu lanu, siyanitsani pakati pa zongofuna kuzidziwa ndi zofunika kuzidziwa. Funsani kuti NDANI akufuna CHIYANI pa chifukwa CHANJI? Ngati palibe akuchifuna kapena angadzachigwiritse ntchito, chisiyeni. Onetsetsani kuti mukulemba pena pake zonse zimene zikuyenda bwino ndi zimene sizikuyenda bwino. Ogwira ntchito amaphunzira zambiri kudzera mzymene sizikuyenda momga anakonzera kusiyana ndi zimene zikuyenda monga anazikonzera. Tikapambana timasangalala ndi kupitiriza. Koma tikaphunthwa, timayenera kuyima, kuchewuka ndikuyangána chimene chatiphunthwitsa.

#### **Njira zabwino ndi ziti?**

Njira zabwino koposa ndi zomwe zikugwirizana ndi *polojekiti* yanu. Njira zigwirizane ndi zizindikiro. Poyambirira ganizirani zomwe mudzazifune kuti mudzathe kuwunika mosavuta zizindikiro zanu, ndipo kenaka ganizirani njira zosonkhanitsira *deta* yomwe zingakupatseni zimene mukuzisowa. Amenenso *polojekitiyi* ikuwakhudza kwambiri akhoza kuhala ndi njira zabwino za momwe mungasonkhanitsire *deta* yolondola.

Yesani kuganizira kugwiritsa ntchito njira zosiyana-siyana zopezera *deta* yolondola. Onetsetsani kuti mukugwiritsanso ntchito njira zimene ndi zodziwika kale, kusiana ndi kumaganizira njira zina zatsopano. Ngati nkotheka onjezerani *deta* ndi zimene ena akusonkhanitsa kale chifukwa cha ntchito zina.

#### **Ndani ayenera kugwira ntchitoyi?**

Panonso ngati momwe ziliri mu ndondomeko zinazi, mpofunika kuti amene *polojekitiyi* ikuwakhudza kwambiri asonkhanitse *deta ya polojekiti* yawo.

#### **Deta Tisonkhanitse liti?**

Pezani, mosamalira bwino, nthawi yoti mudzasonkhanitsa ndi kusanthula *deta* nthawi yake yoyifuna kuti mupange mfundo zofunikira kwambiri isanafike. Ngati mupeza

mochedwa data yofunika pa kuwunika m'mene zikuyendera kuti muganizire m'mene mungasinthire zinthu, data imeneyo idzakhala yopanda phindu kwa inu.

Konzani kuti mudzisonkhanitsa *deta* nthawi ndi nthawi, ndiponso kuti anthu ogwira nawo *polojekiti* azikomana kawiri-kawiri (sabata iliyonse kapena mwezi ulionse ndiponso pa nthawi yopanga mfundo zofunika kwambiri) kuti adzimvera limodzi zomwe zilipo, kusangalala limodzi zina zikayenda bwino, ndiponso kusintha mofunika kusintha. Zoterezi zingapangitse gulu lanu kuti m'malo momangosonkhanitsa data, lizizisanthulanso data, yomwe ndi sitepi yotsatira.

### **Kodi Pano Tingaike *Deta* M'magulu Osiyana-siyana?**

Eya, posonkhanitsa *deta* ndi bwino kumasanthula ndi kuika *deta* m'magulu osiyana-siyana. Inu ndi gulu lanu ndi amene mungaganizire magulu osiyana-siyana ake. Koma onetsetsani kuti mwa maguluwo, pakhale gulu losiyanitsa za amuna ndi za akazi. Magulu ena akhoza kukhala malinga ndi malo opezeka, zaka, nyumba zomwe muli kholo limodzi, mwini malo, ndi zina zotere.

### **NJIRA NDI ZIPANGIZO ZAKE**

Pali njira zambiri zosonkhanitsira *deta* yowunikira m'mene *polojekiti* ikuyendera. Pofuna kuti *polojekiti* yanu ikhale yopambana mukhoza kugwiritsa ntchito zipangizo ndi njira zingapo. Pansi pa mtima muzidziwa kuti zipangizo ndi njira zina n'zoyenera athu odziwa kulemba ndi kuwerenga pomwe zina nzoyenera anthu osadziwa kulemba ndi kuwerenga.

Onaninso zochita zimene tazilemba pa momwe mungapezere momwe zinthu ziriri pali pano. Ngati munagwiritsa ntchito njira imodzi, monga *transekiti* (TransectWalk), muyenera kumaibwerezza nthawi ndi nthawi njira imeneyi kuti muwone chimene chikusintha. Ndiponso anthu oibwerezza-bwerezza azikhala amodzi-modzi ngati kungatheke. Mnjira yobwerezza-bwerezayi, zikuthandizani kuti mukhale ndi zotsatira zolondola kwambiri mukamafananiza.

#### **- *Fomu* Yokonzera Mapulani (Planning Worksheet)**

Pogwiritsa ntchito fomu yokonzera mapulani monga yomwe tafotokoza pa *peji* 8 ya buku lino, zikuthandizani inu ndi gulu lanu kukonza momwe mudzasonkhanitsire *deta* poyambilira papolojekiti. *Fomu* imeneyi ikhoza kukhalanso ndi zigawo zolembamo zina zimene mukufuna monga kumene mungapeze chipangizo, ndi ndani, ndi zina zotere.

#### **- Mabuku Olemba Zochitika (Log Books)**

Mabuku olembamo marekodi a ntchito yanu mwachidule m'chilankhulo chanu akhoza kukhala ofunika kwambiri kwa inu ndi gulu lanu ndi kulimbikitsa mtima wakuti *polojekitiyo* si ya okupatsani ndalamana, koma yanu.

#### **- Mabuku a Alimi (Farmers' Own Record Books)**

Mabuku awa ngofanana ndi buku lolemba zochitika za gulu kusiyana kwake ndi koti amasungidwa ndi mwini wake wa bukulo, ndipo limagwiritsidwa ntchito pa gulu pokha-pokha likafunika. Izi zimachitika ndi mapolojekiti a mitundu ina.

#### **- Zithunzi kapena Zojambula**

Njira iyi n'jofanana ndi *Mural* yomwe tayifotokoza kale mchigawo cha Momwe Ziriri Pano. Mamembala a gulu amajambula zithunzi zosonyeza momwe zinthu zikusinthira ndi nthawi yake. Akhoza kusunga zithunzi ndi zojambula zimenezi ngati marekodi awo. Iyi ndi njira yabwino kwa anthu osaphunzira kwambiri.

#### **- Zoziwona Zikamachitika**

Izi zikuwoneka ngati zosavuta, koma zimakhala zolondola kwambiri ngati zonse mukuziyendetsa m'ndondomeko yake. Mvetsani bwino zimene mukufuna kupeza ndipo mukhale ndi njira yozirembera molondola ndiponso kuzitanthawuzira.

#### **- Miyala Mu Kachitini**

Kuyika mwala umodzi mu kachitini nthawi iliyonse pamene china chake chachitika, zimathandiza gulu kudziwa kuti chinthucho chikumachitika patapita nthawi yayitali motani. Iyinso ndi njira ina yothandiza magulu amene sadziwa kulemba ndi kuwerenga.

#### **- Kukambirana (Ndi m'modzim'modzi kapena gulu)**

Mamembala a gulu akhoza kumakambirana okha-okha kapena kukayendera madera anzao ndi kukambirana ndi anthu kumeneko.

Kugawana nzeru m'magulu - mwa mtundu ulionse – zimapereka mwai wogawirana nzeru, kugawana maganizo, ndi kulumikiza anthu ogwira ntchito zofanana.

#### **- Gulu Lodziwapo Kanthu (Focus Group)**

Gulu lodziwapo kanthu ndi njira yochezera gululo potsatira mitu ya mafunso ofunikira. Iyi ndi njira yina yomwe mutha kuiganizira. Gululi limagwirira bwino ntchito, monga dzina lake likunenera, pamene inu ndi gulu lanu mufuna kusonkhanitsa *deta* ya cholinga , yosasokonezeka. Mukhoza kugwiritsa ntchito mafunso ndi njira zofanana pa timagulu tonse togwira nato ntchito.

#### **- Masewero**

Mamembala a gulu akhoza kupanga timasewero ngati njira yosonkhanitsira *deta* yozindikiritsa ubwino ndi mavuto a m'mene zina ziriri ndi kusonyeza

njira yosonkhanitsira *deta* yake. Akhoza kuchita masewero pofuna kuyeserera njira zina zosonkhanitsira *deta* – monga yofufuza ndi mafunso

## Mafunso Ofunika

- Kodi njira yabwino kwambiri ndi iti (yosafuna zambiri, yolondola, ndi yodalilika) imene ingatipatse *infomeshoni* yomwe tikufuna kuti timange mfundo zabwino?
- Adzasonkhanitse *deta yakuti* ndani? Kodi ali nalo luso lofunikila? Kodi ali ndi nthawi? Kodi adzakhala ndi nthawi tikamadzafuna kuti adzasonkhanitse *deta*? Ganizirani udindo wanu wina waku nyumba ndiponso pa nyengo zina zapa chaka. Ntchito yosonkhanitsa *deta* ikhoza kukhala ntchito imene ya munthu wina, kapena mamembala a gulu, mwachitsanzo, akhoza kumaigwira mwa ganyu ndi kumalandira mbande ya mitengo ngati malipilo ao.
- Kodi njira zathu nzoyererera? Kodi zidzatithandiza kupeza *infomeshoni* yoti tingawunikire m'mene zinthu zikuyendera pofuna kukwaniritsa zomwe tiyenera kuchita?
- Kodi tikugwiritsa ntchito njira zoposera imodzi posonkhanitsa *deta* pofuna kuti *deta* yathu ikhale yolondola kwambiri?

## Samalirani Izi ...

1. Kusankha njira chifukwa mukudziwa kuyigwiritsa kwake ntchito, mumayikonda, kapena ikuwoneka yosavuta. Njira idzisankhidwa chifukwa ndi oyenerera.
2. Kuyiwala cheni-cheni chimene mukufuna kuchita ndikuyamba kusonkhanitsa *deta* yambiri.
3. Kuyiwala kuti zizindikiro zosiyana zidzayenera kukhala ndi nthawi zake zochitira lipoti. Nthawi imodzi singakwaniritsa nthawi ya zonse.
4. Kuyiwala kulemba zimene mukuwona zikuchitika. Zosungila pa mtima nthawi zina zimaiwalika.
5. Kusaganizira udindo wanu pa nyengo zosiyana, ku banja lanu, ndiponso zochita za anthu mderalo pokonza mapulani a kusonkhanitsa kwa *deta*.

## **STEPI YACHISANU**

### **KUSANTHULA DETA NDIKUGANIZIRA NJIRA YOYIGWIRITSIRA NTCHITO**

#### **KUSANTHULA DETA NDI KUYIGWIRITSA NTCHITO:**

*Kuyangánitsitsa zotsatira za kusonkhanitsa deta ndi kupezapo phunziro lomwe lingagwiritsidwe ntchito pa polojekitiyo. “Kuyigwiritsa ntchito” kutanthawuza kuti muchite nalo chiyani phunzilo limene mwaphunzira?*

#### **Chifukwa Chiyani Kusanthula?**

*Deta* imene yangosonkhanitsidwa koma osayangánitsitsidwa, kusanthulidwa kapena kutanthauzidwa – ili ndi phindu lochepa. *Deta* yomwe yangosanthulidwa koma osagwiritsidwa ntchito yolimbikitsa kayendetsedwe ka *polojekiti* irinso ndi phindu lochepa. Pokha-pokha pofuna kumvetsa kuti zikutanthauzanji - zingatiphunzitse chiyani, tingazigwiritse ntchito bwanji – ndi pamene *deta* imakhala ndi phindu lalikulu. *Deta* yotere ndi yaphindu posunga zotsatira (zipatso) za *polojekiti*, kuchenjeza gulu lanu pa mabvuto amene angadze m’tsogolo muno, kuthandiza gulu lanu kobvomereza zoyenera kuchita, ndikukuthandizani kuhazikitsa mipherezeroi a nyengo imene ikubwera kapena gawo lina la *polojekiti*.

#### **Tingachite Bwanji?**

Monga momwe pali njira zambiri zosonkhanitsira *deta* ndinso kuti muyenera kusankha zokha-zokhazo zomwe ndi zoyenerera pa *polojekiti* yanu, chimodzi-modzinso pali njira zosiyana-siyana zosanthulira *deta* – monga kuonkhetsa, kufanizira, kusyanitsa, kuona m’ mene zikugwirizirana – pongofuna kuchula zochepta. Zomwe talemba m’ munsizi ndi zina mwa zomwe zingakuthandizeni:

- Konzani bwino zomwe mwapeza
- Ziyikeni m’magulu osiyan-siyana ngati nkofunikira kutero
- Longosolani kasanthulidwe kake (kuonjeza, kufanizira, kuona zofanana, zosiana,zosayembekezera)
- Santhulani potsatira kuchuluka kwache ndinso makolite ake.
- Ziyikireni pamodzi
- Dzifunseni kuti *deta* ikukuwuzani chiyani
- Ganizani momwe mukufuna kugawira anthu ena ndi kuzigwiritsira ntchito.

Dzifunseni nokha musanasonkhanitse *deta* kuti, “Tidzafuna kudziwa chiyani?” Kenaka, santhulani *deta* yanu monga mufunira mukatha kuyisonkhanitsa.

Kumbukirani kuti muzichitiratu pulani ya momwe mukufuna kudzasanthulira *deta* yanu musanayisonkhanitse.

Ngati mwayika *deta* m'magulu osiyana-siyana (kuyigawa m'magulu, malo, kusianitsa amuna ndi akazi, zaka, ndi zina zotere). mukhoza kuphunzira zambiri momwe magulu osiyana-siyana, mwachitsanzo amuna ndi akazi, amawonera zinthu Amuna ndi akazi nthawi zambiri amaziganizira zinthu mosiyana chifukwa cha kukhala ndi maudindo osiyana pa moyo wao. Choncho magulu awiriwa akhozanso kusankha zizindikiro ndi zoyenera kuchita zosiyana. Akhozanso kusanthula *deta* mosiyana ndikufuna kuti pakhale kusintha mosiyana pa momwe *polojekiti* ikuyendera.

### **Tizichite Liti?**

Konzani mpata oti muzitha kusanthula mwachidule nthawi ndi nthawi *deta* yomwe mwasonkhanitsa. Musadikire mpaka kumathero a nthawi ya thandizo la ndalama. Kumbukirani kuti cholinga chachikulu chowunikira *polojekiti* ndi kukupatsani inu – okhudzidwa kwambiri ndi *polojekiti* – zofunikira kuti mugwire ntchito yanu moyenera. Ngati gulu lanu silimapeza zofunika m'nthawi yake, ntchito yowunika mayendedwe a *polojekiti* ikhoza kukhala yopanda phindu. Yesetsani kumakhala ndi misonkhano pafupi-pafupi (mwezi kapena sabata iliyonse) maka-maka pamene mukukamanga mfundo zofunika ndiponso powonanso momwe *polojekiti* ikuyendera, kusangalalira kupambana kwanu, kugawana nzeru ndiponso pokonza mapulani a zochita kenaka.

### **Akufuna zimenezi ndani?**

Omwe akugwira *polojekitiyi* ndiye ayenera kukhala oyambilira kugwiritsa ntchito zomwe mwapeza powunika momwe *polojekiti* ikuyendera. Anthu ena a mdera lomwe mukuchokera gulu lanu nawonso akhoza kusowa kudziwa za zomwe mwapeza mngakhale *polojekitiyi* sakugwira nawo kweni-kweni. Enanso omwe akufuna kuyamba *polojekiti* ngati yanuyi angakondweretsedwe ndi zopeza zanu. Ndipo COMPASS nayonso imakhala tcheru kufuna kudziwa zimene zikuyenda bwino ndi zomwe sizikuyenda bwino ndi momwe mwagonjetsera zokupingani.

Pakhoza kukhala anthu ena kabenanso magulu ena amene angafune kugwiritsa ntchito zopeza zanu. Apanso, zonsezi zimatengera mtundu wa *polojekiti* ndi mtundu wagulu lake. Inu ndi gulu lanu tuyenera kuganiza, “Ndani akufuna chakuti, liti ndiponso kuti?”

### **Deta ikhale motani?**

Pali njira zambiri momwe mungalembere *deta* monga tanenera m'munsimu. Koma onetsetsani kuti *deta* ndiya ntchito ndiponso yomveka. Mukayilemba mnjira yosangalatsa, mwina mukhoza kuwonjezera mwayi wakuti wina ayigwiritse ntchito.

### **Kodi *deta* iyenera kuperekeda liti?**

Muziperekwa *deta* pamene yikufunidwa. Palibe mlozo weni-weni wa nthawi yoperekera *deta*. Mukhoza kumaperekwa mwezi ulionse, nyengo iliyonse, kapena

chaka chilichonse malinga ndi zomwe zili mu *deta* yanu ndi momwe amene akuzifunawo, akuzifunira.

## NJIRA NDI ZIPANGIZO ZAKE

Zipangizo zili m'munsizi zidzathandiza inu ndi gulu lanu kulemba momveka bwino *deta* yanu. Kumbukirani kuti pafunika kumasanthula *deta* yanu pafupi-pafupi. Poyambilira popanga mapulani, inu ndi gulu lanu muganize kuti ndi mfundo zanji zofunika kudzamanga nthawi yanji. Gulu lanu likadziwa izi, lizadziwa nthawi yosanthula *deta*.

- **Konzani bwino *deta* yanu ndi kuyisanthula**

Ndi gulu lanu, gwiritsani ntchito chigawo cha Motani pamwamba pa *stepi* ino.

- **Fomu yolembera mwachidule**

Pitirizani kulemba *fomu* yolembera mwachidule.

- **Kusiyanitsa kwa amuna ndi akazi (GAM)**

Nthawi ndi nthawi pamodzi ndi gulu gwiritsani ntchito choyezera kusiyana kwa amuna ndi akazi (Gender Analysis Matrix) momwe talongosolera mu *stepi* yoyamba pofuna kuwona chimene chasinthia.

- **Kugawana nzeru**

Perekani mwayi woti mamembala a gulu lanu adzitha kugawana nzeru pa zimene zikuyenda bwino ndi zomwe angafune kuti zichitike (Mongokambirana eni ake; pa msonkhano; kapena kuyenderana). Mukhoza kukhazikitsa magulu osiyana a amuna ndi akazi kuti akambirane momasuka. Akhoza kumakambirana m'makomiti awo ngati palibe chovuta.

- **Kupereka zimene zapezeka**

Kambiranani ndi mamembala a gulu lanu kuti mupeze njira yoyenerera kuperekera *deta* yanu. Malingana ndi m'mene mwawonera zikhoza kukhala mnjira izi:-

- Moyankhula – kudzera mnkhani, masewero ndi zina
- Kulemba – kudzera mu *lipoti*, *nyuzi* yapadera ndi nkhanzi ya zimene zinachitika
- Zojambula – Kudzera muma graph, ma chart kapena mapu.
- Zithunzi – Kudzera mu mafoto kapena zojambula pa manja

## **Mafunso ofunika**

- Chinayenda bwino ndi chiyani?
- Tikadakonda chikanachitika chiyani?
- Tapeza zotani zatsopano zomwe tingagwiritse ntchito?
- Ndani adzilandira zotsatira za zowunika zathu?
- Kodi zomwe tapeza zikhale bwanji kuti zikhale zaphindu? Magulu ambiri amafuna kuti zikhale motani?
- Atatipempha kuti tiphunzitse ena zomwe takhala tikuchita, tingawalangize chiyani?
- Malinga ndi zomwe tadziwa tsopano, nchiyani chofunika kusintha?
- Nchiyani chimene taphunzira paza mawunikidwe a *polojekiti*? Mpofunika kulunjika zochepa? Ndi kusintha kotani kumene kungapititse patsogolo njirazo?

## **Samalirani Izi...**

- Kuyiwala kukonzekeratu kusanthulidwe ka *deta*. Mukayiwala, mudzapezeka kuti muli ndi *eata* yimene simungathe kuyisanthula kapena kuyigwiritsa ntchito.
- Kuyiwala kugwiritsa ntchito *deta* mutasonkhanitsa ndi kusanthula kale.
- Kusanthula mochedwa. Ngati mukufuna zinthu zina pomafika nthawi ina kuti muthe kumanga mfundo, onetsetsani kuti mwasonkhanitsa *deta*, mwayisanthula, ndipo mwayisunga mwakuti mukhoza kuyigwiritsa ntchito nthawiyo isanafike.

## **ZOFUNIKA POPEREKA LIPOTI KU COMPASS**

Momwe tanenera m'buku la Thandizo la Ndalamira Zogwirira Ntchito Zosamalira Zachilengedwe, olandira thandizo ayenera kumapereka *malipoti* a momwe *polojekiti* ikuyendera miyezi itatu iliyonse. Powonjezera popereka zofunika kuzidziwa poyendetsa *polojekitiyi* mderalo, kuwunika zizindikiro kudzathandizanso kutulutsa zofunika zimene mungamaziyike mu *lipoti*. COMPASS imafunanso kuti olandira thandizo adzilemba kamodzi miyezi itatu iliyonse momwe *polojekiti* ikuyendera pa *Fomu 1* yolembera *malipoti*. *Fomu* yotere ikupezekanso m'buku la Thandizo La Ndalamira Zogwirira Ntchito Yosamalira Zachilengedwe.

## **ZOWONJEZERA**

### **ONE:**

Anthu ndi mabungwe amene anayankha mafunso.

### **TWO:**

Amene anachita maphunziro.

### **THREE:**

Mabuku ofunika

## **CHOWONJEZERA CHOYAMBA**

### **Anthu ndi mabungwe amene anayankha mafunso**

Christian Service Coommitee  
Mr Michael Cornelisse

### **COMPASS**

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Mr Anax Umphawi  
Mr Francis Umphawi

Concern Universal  
Ms Mwende Munuve

Co-ordination Unit for the Rehabilitation of the Environment (CURE)  
Mr Robert Kafakoma

Environmental Concern  
Mr Everson Kalinda

Environmental Development and Training Agency (EDETA)  
Ms Pauline Thyanga Thyanga

Evangelical Lutheran Development Programme (ELDP)  
Mr James Chima

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Mr Charles Mkoka

Training Support Programme in Community Based Natural Resource Management  
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**WOCHITA NAWO MAPHUNZIRO**

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Kalinda, Everson – Director, Environmental Concern  
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Shaba, Tadeyo – Capacity Building Coordinator, CURE  
Thyanga Thyanga, Pauline – Project Officer, EDETA  
Zulu, Titus – Senior Forestry Officer (Extension), Regional Office (S)

Ochokera ku COMPASS  
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Kapila, Mesheck – Information Management Specialist  
Ndhlovu, Lizzie – Administrative Assistant  
Umphawi, Anax – Deputy Chief of Party  
Watson, Andrew – Chief of party

## **CHOWONJEZERA CHACHITATU**

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